

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re Application of:

Mark Cirinna et al.

Serial No.: 09/855,878

Filed: May 15, 2001

For: LOGICAL ARCHITECTURE FOR
BUSINESS-TO-EMPLOYEE WEB
SERVICES

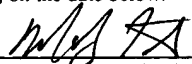
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Group Art Unit: 2167

Examiner: Rayyan, Susan F.

Atty. Docket: COMP:0174/FLE
200301931-1

Mail Stop Amendment
Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

CERTIFICATE OF MAILING 37 C.F.R. 1.8	
I hereby certify that this correspondence is being deposited with the U.S. Postal Service with sufficient postage as First Class Mail in an envelope addressed to: Mail Stop Amendment, Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450, on the date below:	
April 28, 2005	
Date	Michael G. Fletcher

Sir:

DECLARATION UNDER 37 C.F.R. § 1.131

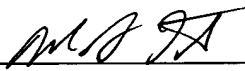
I, Michael Fletcher, hereby declare as follows:

1. My post office address and citizenship are set forth below, adjacent my signature.
2. I am the supervising attorney for the prosecution of the above-referenced application, and Applicant's attorney Ralph Graham, worked under my direction.

3. On information and belief, the inventors conceived the subject matter disclosed and claimed in the above-referenced application prior to April 7, 2001. This conception is evidenced by documentation that I was familiar with prior to April 7, 2001, a redacted copy of which is attached hereto as Exhibit A.
4. Work began on the preparation of the above-referenced application prior to April 7, 2001, as evidenced by the letter dated March 23, 2001 sent to a co-inventor, Mr. Steve Jones, by Ralph Graham, along with a draft copy of the present application. A redacted copy of this letter is attached hereto as Exhibit B.
5. On information and belief, after receiving the draft copy of the above-referenced patent application, the inventors reviewed the patent application as quickly as their job duties would permit. After their review, they sent their comments to Mr. Graham.
6. Work diligently proceeded on the above-referenced patent application until May 15, 2001, as evidenced by the copies of redacted letters attached as Exhibits C, D and E.
7. After finalizing the application based on the inventors' comments and after receiving the executed filing papers, Mr. Graham filed the above-referenced patent application on May 15, 2001.
8. To date, I have made numerous attempts to contact the inventors, but such attempts have been unsuccessful. Therefore, I am executing this Declaration on their behalf.

8. I further declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true, and further that these statements are made with the knowledge that willful false statements, and the like, are punishable by fine or imprisonment, or both, under 18 U.S.C. § 1001, and that such willful false statements may jeopardize the validity of the application or any patent issuing thereon.

Date: April 28, 2005



Michael G. Fletcher

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